

NISHNAWABE-ASKI POLICE SERVICE (NAPS) AND NISHNAWABE-ASKI FIRST NATION (NAN)
ISSUES

Issues/Concerns	Explanation	Responsibility
Remote communities – health and safety	Officers, including rookies, are sent into remote communities on their own with little or no back-up. This has serious implications; for example, safety, burn-out, turn-over, and more recently a rookie officer was clubbed with a pipe when he responded to a call.	FN – Police Service management
Infrastructure	Lack of adequate policing facilities, which result in health and safety issues put pressure on NAN/NAPS. Ontario's stated position is that infrastructure and capital expenditures on First Nation lands is a Federal responsibility. The Federal government recently undertook a comprehensive capital infrastructure assessment. PWGSC concluded that the majority of existing NAPS police detachments are significantly below acceptable standards and recommended that existing facilities should probably be replaced with new facilities immediately or in the very near future.	Responsibility remains unclear. Possibly a shared responsibility Canada (SGC, INAC) / Ontario / FN.
Training / Appointments	<p>Level of training is a concern, as approximately 1/3 of NAN officers have been appointed without passing Police recruitment training. These officers are then placed to undertake policing duties, in some cases alone, and in isolated communities. NAPS recognizes they require properly trained mid-management personnel.</p> <p>Training related issues include officer support/ coaching, and materials for on-going training.</p>	<p>Provincial responsibility, officers are appointed by the Commissioner of the OPP.</p> <p>PGA / Police Service are responsible for hiring and training-related issues.</p>
Policing model	The current policing model isn't properly serving the communities. The Terms of Reference for a Business Case Analysis for NAPS provides options for alternative forms of service delivery. These will be explored through the business case analysis.	FN have the primary responsibility. Canada and Ontario may assume some liability if we continue to fund.
Application of standards	NAPS does not meet the standards set out in the Police Act.	PGA / Police Service / FN / Ontario Canada may assume some

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		liability if we continue to fund.
Liability	Liability ensues from: <ul style="list-style-type: none"> - unexpected incidents; - improper training of officers; - police service not adequate - health hazards – building accommodations; and - office support and back-up 	FN / Ontario Canada may assume some liability if we continue to fund.
Police Governing Authority		FN / PGA / Police Service / Ontario
Special Services (OPP support mechanism)	Special services are provided by the OPP, however, there are some additional costs associated with these services. The Federal position is that FN communities are entitled to the delivery of special services consistent with standards accorded to all citizens of Ontario.	Ontario
Community support	Lack of resource materials and training and community participation in police service. Goyce Kakegamic has requested the involvement of the Grassroots during the negotiation process.	FN / Ontario / Canada
Withdrawals / opting-out	Federal position is that communities who opt out return to provincial policing consistent with standards accorded to all citizens of Ontario. The Federal government is not financially responsible for 52% of policing costs in absence of a tripartite agreement. Ontario's position is that if a community withdraws, the Federal government is responsible for 52% of whatever policing option is utilized to deliver policing. FN have the right to choose policing options – including CTAs with the OPP and Federal government should pay 52% consistent with the FNPP.	FN / PGA / Ontario
Recruiting / Retention /	NAPS has a 45% turn-over rate. Reasons for the turnover are: <ul style="list-style-type: none"> • no 'clear' day off 	FN / PGA

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Turnover	<ul style="list-style-type: none"> • no support and back-up • inadequate facilities; and • other police services are 'stealing' their officers once NAPS has paid to train them. 	
Financial concerns	There are a number of outstanding MAP issues for NAN (see attached)	FN / Ontario / Canada
Unionization	Officers below the rank of Sergeant were unionized this year under the Canadian First Nations Policing Association. The impact of unionization includes the possibility that officers may refuse to work for health and safety reasons.	FN / PGA Ontario (for back-up plan), should officers refuse to work.
Geographic area / size of police service	Geographic considerations <ul style="list-style-type: none"> - increased costs associated with living in the North; - infrastructure; - location of police service in large geographic areas (area they service); and - officer issues –no 'clear' day off; the length of time required for backup and specialized services. 	First Nation (FN) / PGA Ontario for back-up and specialized services.
Risk of failure	Issues that lead to risk of failure: <ul style="list-style-type: none"> - inadequate training; - remoteness and lack of support/back-up; - difficulty retaining personnel; - inadequacy of policing model; and - the Chair of the PGA acknowledges the police service is below policing standards. 	FN / PGA Ontario should have in place a back-up plan should the police service fail.